BILL NO. S-95-09- 16

SPECIAL ORDINANCE NO. S-64-95

AN ORDINANCE of the Common Council ratifying a collective bargaining agreement for police officers represented by the Fort Wayne Patrolmen's Benevolent Association, Inc. for the years 1996, 1997 and 1998.

WHEREAS, this Council is required to approve all collective bargaining decisions with regard to annual pay and monetary fringe benefits; and

WHEREAS, such compensation for employees of the City of Fort Wayne, Indiana, represented by The Fort Wayne Patrolmen's Benevolent Association, Inc. has been arrived at pursuant to agreements reached by and between the City and the Fort Wayne Patrolmen's Benevolent Associaiton, Inc. in accordance with collective bargaining as authorized and envisioned by the City's salary ordinances; and

WHEREAS, said agreement is for three (3) years, but pursuant to Indiana law, the compensation provided for therein must be annually ratified; and

WHEREAS, the Common Council desires to express its approval of the agreement and the compensation package for the year 1996; and

WHEREAS, this ordinance is necessary to ratify, fix and establish such compensation for said employees represented by the Fort Wayne Patrolmen's Benevolent Association, Inc. for 1996; and

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. The 1996, 1997 and 1998 agreement by and between the Fort Wayne Patrolmen's Benevolent Association, Inc. and the City of Fort Wayne, two copies of which are on file in the office of the City Clerk and available for public inspections, is hereby approved and ratified in all respects, including the compensation package for 1996.

SECTION 2. This Ordinance shall be in full force and effect from and after its passage and any and all necessary approvals by the Mayor.

Council Member

APPROVED AS TO FORM
AND LEGALITY

J. Timothy McCaulay, City Attorney

Read the first time in full and on motion by Gia Quinta, seconded by ~~_____~~, and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Conference ~~Room 128~~, City-County Building, Fort Wayne, Indiana, on _____, the _____, day of _____, 19____, at _____ o'clock ____ M., E.S.T.

DATED: 9-12-95

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Gia Quinta, seconded by ~~_____~~, and duly adopted, placed on its passage. PASSED ~~LOST~~ by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	8			1
BRADBURY				~~—~~
EDMONDS	✓			
GiaQUINTA	✓			
HENRY	✓			
LONG	✓			
LUNSEY	✓			
RAVINE	✓			
SCHMIDT	✓			
TALARICO	✓			

DATED: 9-26-95

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as ~~(ANNEXATION)~~ ~~(APPROPRIATION)~~ ~~(GENERAL)~~ (SPECIAL) ~~(ZONING)~~ ORDINANCE ~~RESOLUTION~~ NO. S-64-95 on the 26th day of September, 19 95

ATTEST:

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

(SEAL)

Don J. Schmidt
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 27th day of September, 1995, at the hour of 11:30 o'clock A.M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 28th day of September, 1995, at the hour of 5:15 o'clock P.M., E.S.T.

P. Helmke
PAUL HELMKE, MAYOR

BILL NO. S-95-09-16

REPORT OF THE COMMITTEE ON
FINANCE
THOMAS C. HENRY - CHAIR
MARK E. GiaQUINTA - VICE CHAIR
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) ~~(RESOLUTION)~~ of the Common Council ratifying a collective bargaining agreement for police officers, represented by the Fort Wayne Patrolmen's Benevolent Association, Inc. for the years 1996, 1997 and 1998

HAVE HAD SAID (ORDINANCE) ~~(RESOLUTION)~~ UNDER CONSIDERATION AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID (ORDINANCE) ~~(RESOLUTION)~~

DO PASS	DO NOT PASS	ABSTAIN	NO REC
Nelson R Edmonds			

DATED: 9-26-95

Sandra E. Kennedy
City Clerk

ADDENDUM B TO AGREEMENT BETWEEN THE CITY OF FORT WAYNE AND PATROLMEN'S BENEVOLENT ASSOCIATION, INC.

SECTION 1. Salary of a "First-Class Patrolman."

A member of the Fort Wayne Police Department shall become a "First-Class Patrolman" after completing one (1) year of service with the Department. Notwithstanding any other provision herein, a lateral transfer, upon recommendation of the Chief and with the consent of the Union, may become a First-Class Patrolman prior to completing one (1) year of service with the Department.

Beginning January 1, 1996, the salary of a "First-Class Patrolman" shall be increased by an amount equal to 1.0% + 30% of any increase of the Consumer Price Index for the North Central Region (up to a maximum Consumer Price Index increase of 3%) for the period beginning July 1, 1994, and ending June 30, 1995, of the 1995 salary of a "First-Class Patrolman."

Beginning January 1, 1997, the salary of a "First-Class Patrolman" shall be increased by an amount equal to 2% + 60% of any increase of the Consumer Price Index for the North Central Region (up to a maximum Consumer Price Index increase of 3%) for the period beginning July 1, 1995, and ending June 30, 1996, of the 1996 salary of a "First-Class Patrolman." Beginning July 1, 1998, the salary for a "First-Class Patrolman" shall be increased by an amount equal to 2% + 60% of any increase of the Consumer Price Index for the North Central Region (up to a maximum Consumer Price Index increase of 3%) for the period beginning July 1, 1996, and

ending June 30, 1997, of the 1997 salary of a First-Class Patrolman."

SECTION 2. Salaries of Ranks Below "First-Class Patrolman."

A member of the Fort Wayne Police Department shall hold the rank of "Probationary Officer" for his or her first year of service with the Department. The salary of a "Probationary Officer" shall be ninety percent (90%) of the base pay of a "First-Class Patrolman" as established in Section 1.

SECTION 3. Longevity Pay.

Members of the bargaining unit shall be paid, as a rank longevity premium, $100 for each year in rank annually. This payment shall not be made, however, until the calendar year in which the member will achieve five (5) years in rank. In that fifth year, the longevity payment shall be $500. Thereafter, as long as the member retains the rank of patrolman, the longevity payments shall increase by $100/year, until the maximum longevity payment of $2000 is reached. The maximum longevity payment shall be $2000 even if the member has more than twenty (20) years of service as a patrolman. The longevity premium shall be paid on or before January 31st of the appropriate year, based upon the years in rank the officer shall achieve during that particular calendar year. Should the officer resign, be dismissed, or retire prior to his rank anniversary date, the longevity premium for the last year in rank shall be refunded to the City.

SECTION 4. PERF Contributions.

In addition to any payments required under Section 1, Section 2 or Section 3 of this Agreement, the City shall make, on behalf of each member of the bargaining unit, the employee's Public Employee Retirement Fund contribution.

SECTION 5. Clothing Allowance.

Clothing allowance for bargaining unit employees shall be:

1996	-	$1,500
1997	-	$1,500
1998	-	$1,500

Clothing allowances shall be paid in two (2) equal installments each year, with the first installment paid on or before May 31st of each year and the second installment paid on or before November 30th of each year.

SECTION 6. Shift Premium.

All officers assigned to B Shift shall receive a shift premium of $800.00 per year in 1996, $900.00 per year in 1997 and $1000.00 per year in 1998. All officers assigned to C Shift shall receive a shift premium of $1,600.00 per year in 1996, $1,800.00 per year in 1987 and $2,000.00 per year in 1998. All shift premium shall be added to the officer's regular earnings for each pay period. Only those officers assigned to those shifts shall be paid shift premium.

SECTION 7. Detective Pay.

Detective II rating and bonus shall be given to all members of the bargaining unit who are classified as Detectives and who have completed two (2) years of service in the Investigative or Narcotics Division. Detective II bonus shall be $300.00 per year in 1996, $500 per year in 1997 and 1998, added to the officer's regular earnings for each pay period. Only those members assigned as Detectives and who qualify for the Detective II rating shall be paid Detective Pay and only for such period as they continue to be so assigned.

Section 8. Special Duty Pay (Beginning July 1, 1997)

A.	Neighborhood Liaison Officer	- $200/year
B.	Homicide Team/Crime Scene Officers	- $500/year
C.	EST	- $500/year
D.	Bomb Squad	- $300/year
E.	HNT	- $400/year
F.	Arson	- $300/year
G.	Fatal Traffic	- $200/YEAR

(Special duty pay is subject to pro-rating if officer works less than full year in a particular category.)

SECTION 9. Health Insurance.

The City agrees that the group insurance benefits enumerated under the City's current self-insured basic $250 deductible plan currently administered by KBA shall be extended to all bargaining unit employees. The benefits shall remain in full

force and effect during the term of this Agreement, subject to the following co-payments:

CATEGORY OF COVERAGE	AMOUNT (1996)
Individual	$37.50/month
Individual plus one dependent	$60/month
Family	$93/month

In 1997 and 1998, the co-payments shall be the amount charged to non-union City employees subject to a maximum 25% increase each year.

Members of the bargaining unit may participate in any other group health plan available to non-union City employees at the co-payment rates charged to such employees. The City further agrees that the dental plan deductible pertaining to teeth cleaning shall continue to be reimbursed as it was in 1988.

Members of the bargaining unit who retire after January 1, 1994, shall have twenty percent (20%) of their group health insurance premiums paid by the City if the member elects to continue health insurance coverage as provided by I.C. 5-10-8-2.2. However, retirees are not eligible for the teeth cleaning program available to members unless the retiree pays the full cost of such cleanings.

Beginning January 1, 1997, members of the bargaining unit who retire after that date with twenty-five (25) years of service shall have fifty percent (50%) of their group health insurance premiums paid by the City and members of the bargaining unit who retire after that date with thirty-two (32) years of service shall have seventy percent (70%) of the group health insurance premium

paid by the City, if the member elects continue health insurance coverage as provided by I.C. 5-10-8-2.2.

Beginning January 1, 1996, eligible retirees may select the group plan in which they were enrolled for a majority of their last five (5) years of service as a police officer, or any less expensive plan.

SECTION 10. **College Degree Pay** (Beginning July 1, 1997)

Members of the bargaining unit shall receive the same college degree payments as provided to members of the F.O.P.

SECTION 11. **Tuition Reimbursement.**

In the event the City reinstates a tuition reimbursement program during the term of this Agreement, members of the bargaining unit shall be permitted to participate in any such plan subject to the terms and conditions of any such plan.

NOTE: The provisions of this Agreement that have a fiscal impact for the years 1997 and 1998 are subject to reapproval by the Common Council. The City Administration agrees to propose budgets for the years 1997 and 1998 sufficient to cover the fiscal impact of this Agreement.

Dated this _____ day of _____, 199___.

FOR THE CITY:

_____
Payne Brown,
Director of Public Safety

_____
T. Neil Moore,
Chief of Police

_____
J. Timothy McCaulay, Corporation Counsel

FOR THE UNION:

_____
Joe DiFilippo
President

_____
Jeffrey Burkholder,
Vice President

Approved by the Board of Safety this _____ day of _____, 199___.

_____
Charles Weinraub, Chairman

_____
Hana Stith, Member

_____
Donald Stedge, Member

DIGEST SHEET

TITLE OF ORDINANCE SPECIAL ORDINANCE

DEPARTMENT REQUESTING ORDINANCE PUBLIC SAFETY

SYNOPSIS OF ORDINANCE RATIFIES PBA COMPENSATION PACKAGE FOR 1996.

EFFECT OF PASSAGE 1996 COMPENSATION PACKAGE WOULD BE APPROVED.

EFFECT OF NON-PASSAGE 1996 COMPENSATION PACKAGE WOULD NOT BE APPROVED.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS)

ASSIGNED TO COMMITTEE (PRESIDENT)

S-95-09-16